

Journal of Management Studies, 19(6), 701-718.

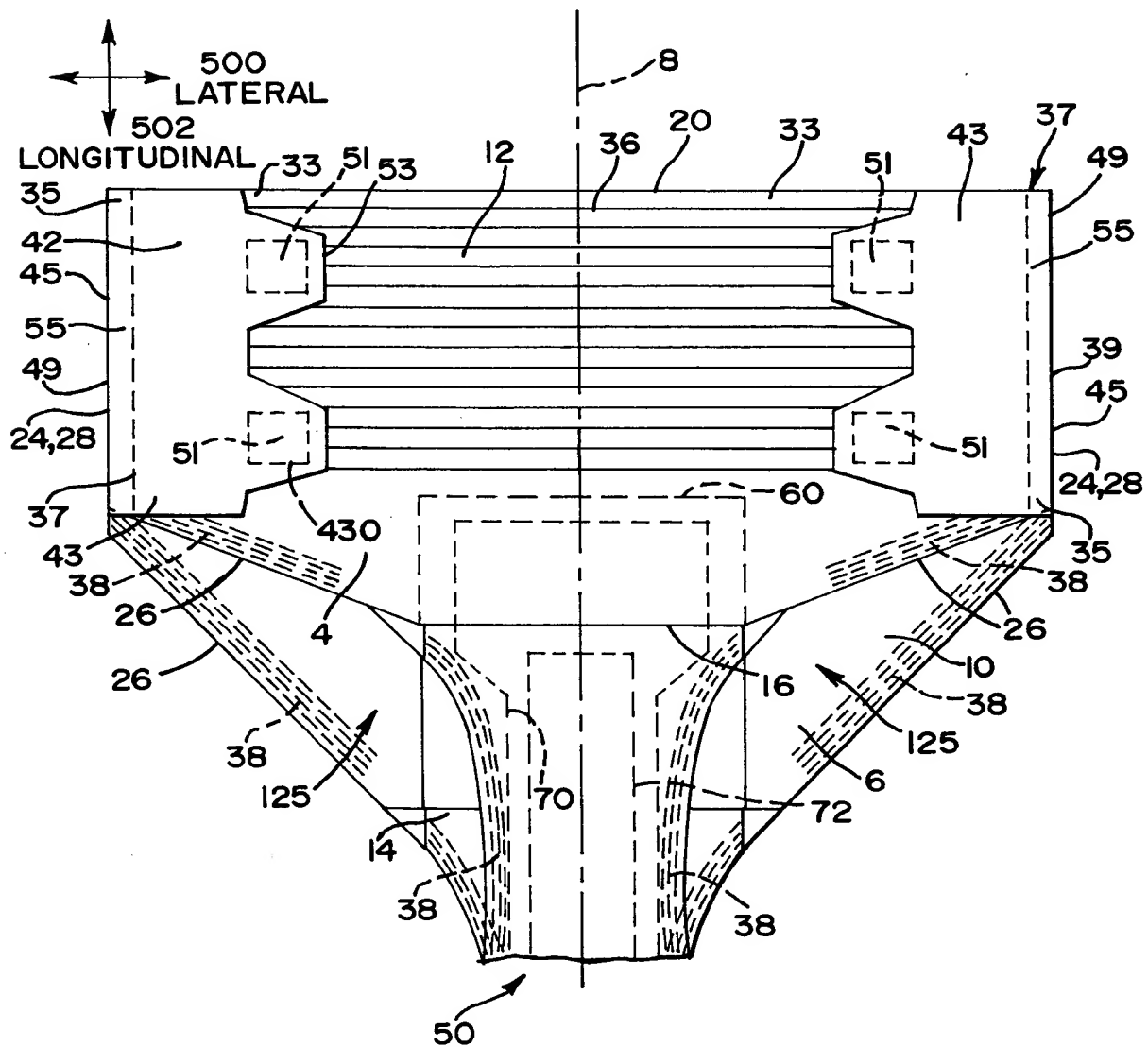
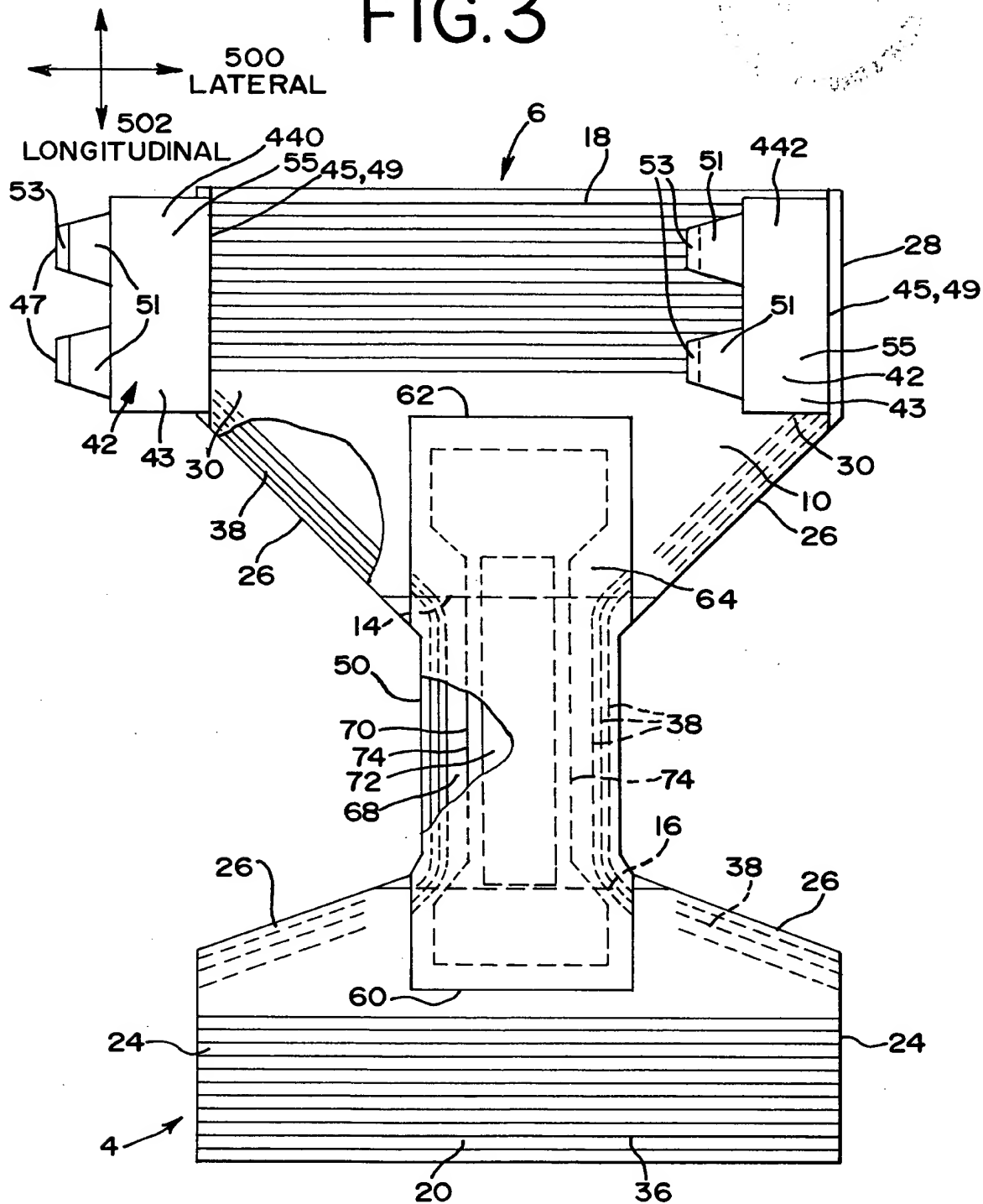
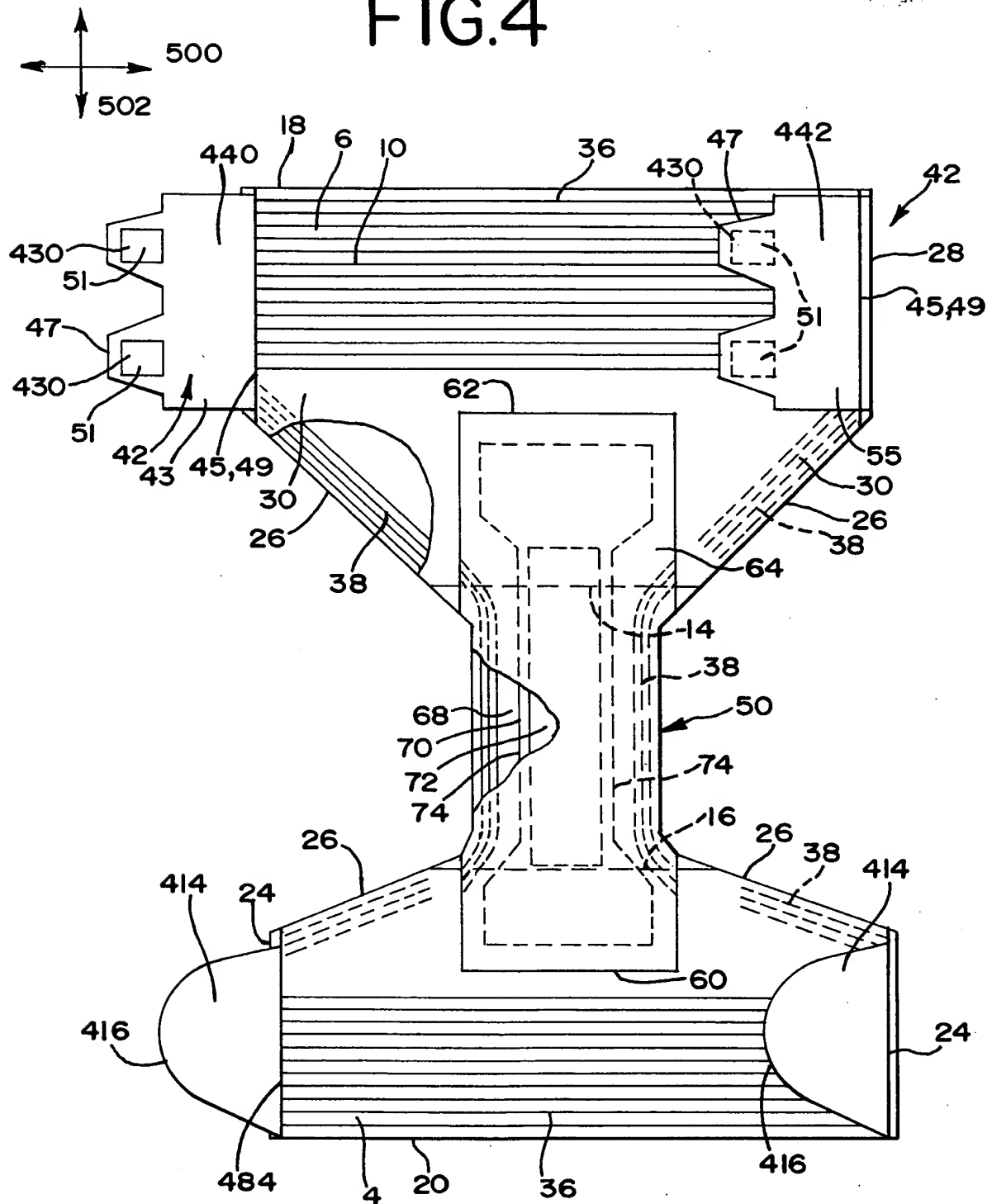
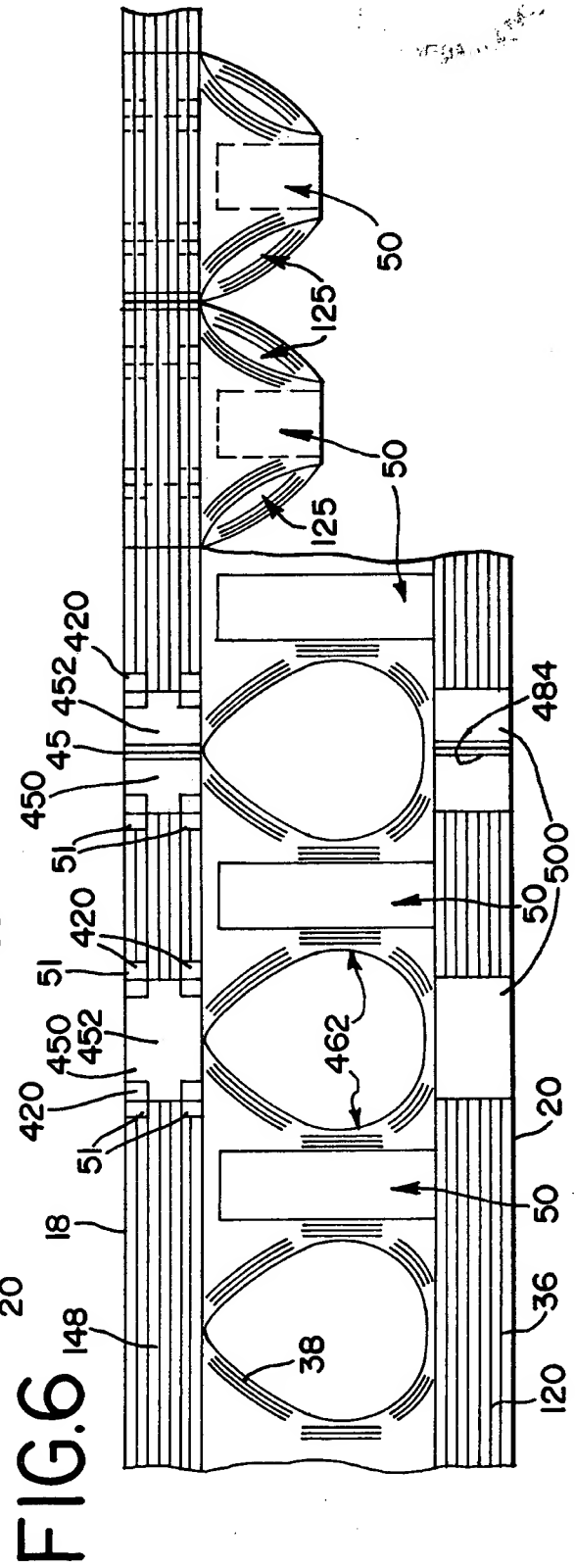
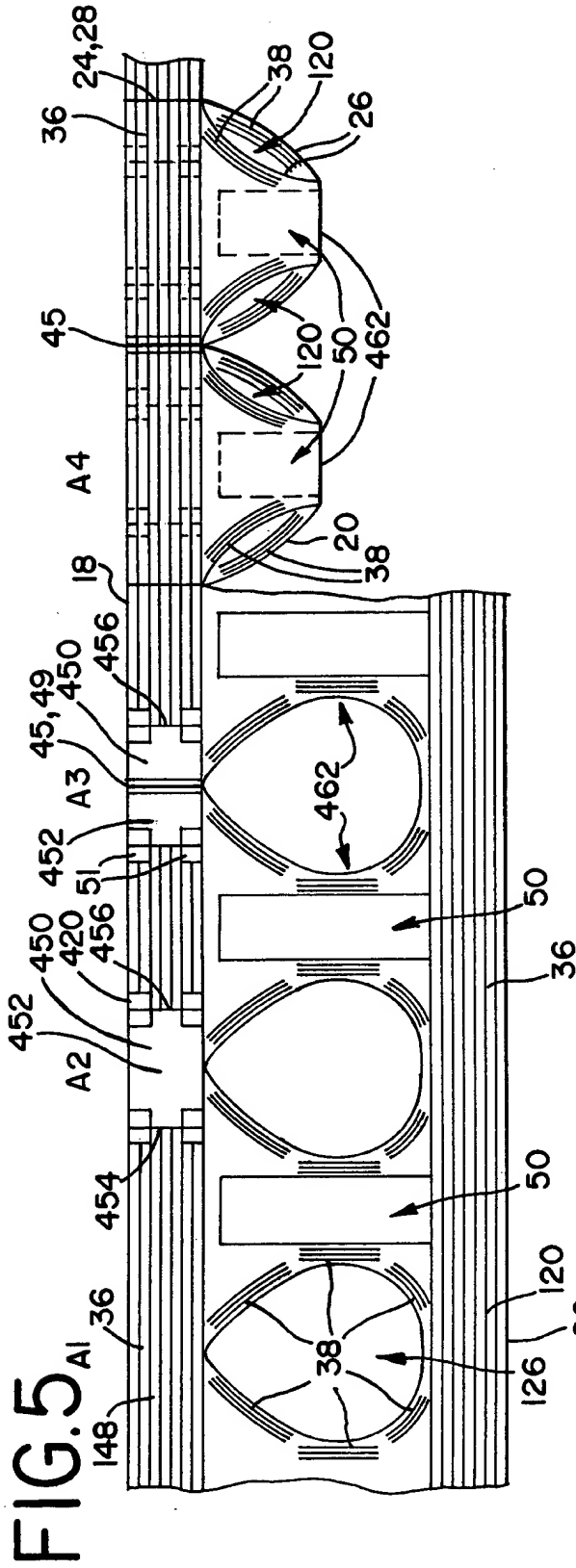


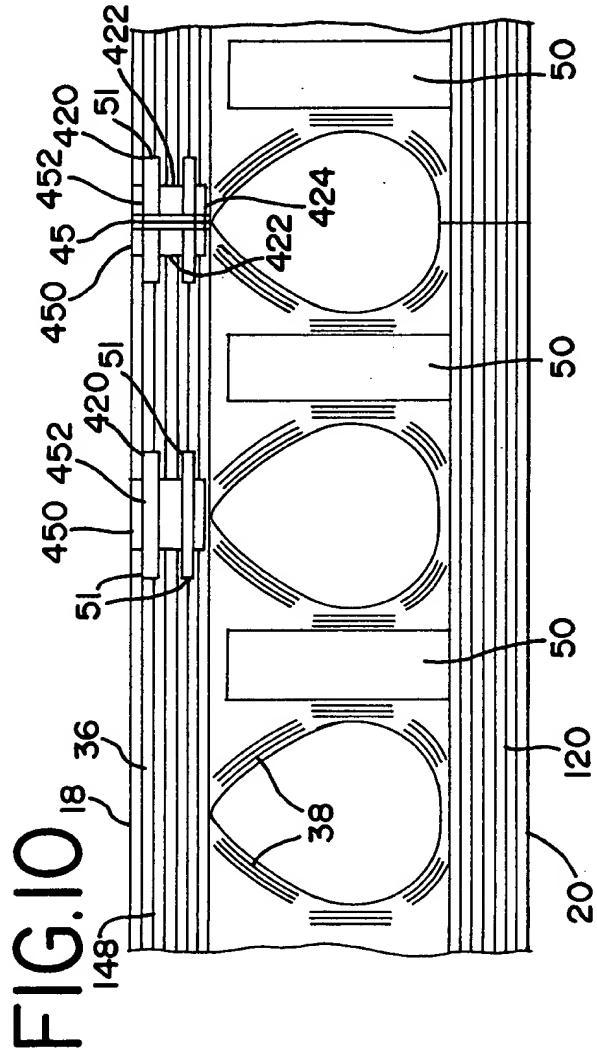
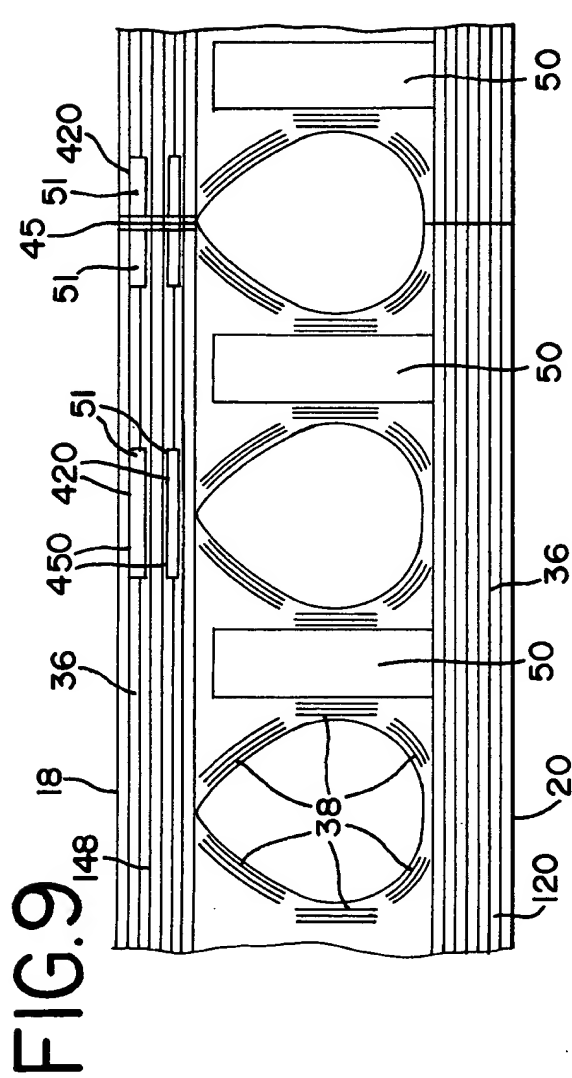
FIG. 3



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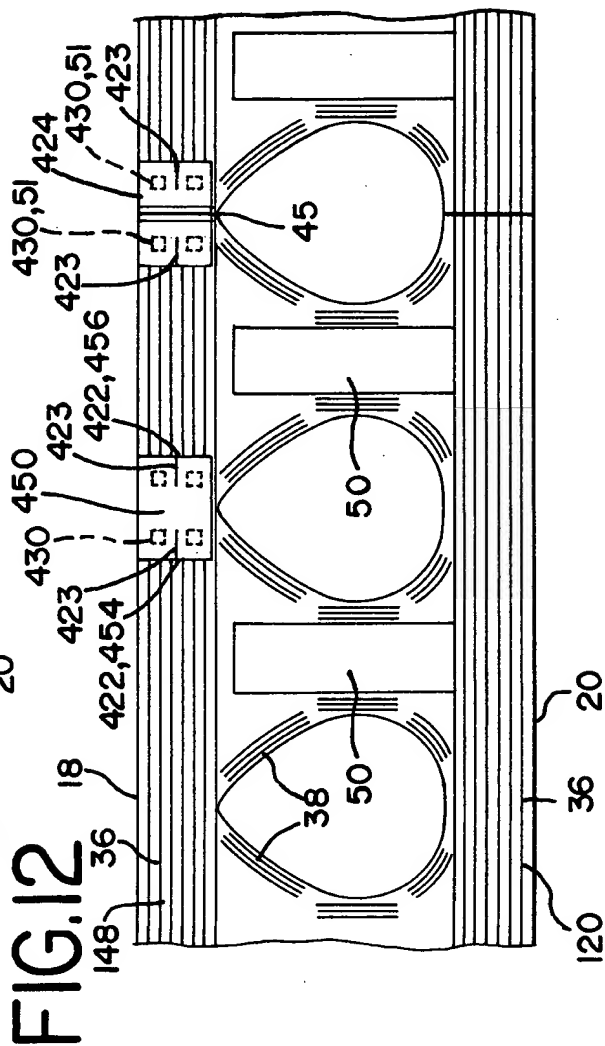
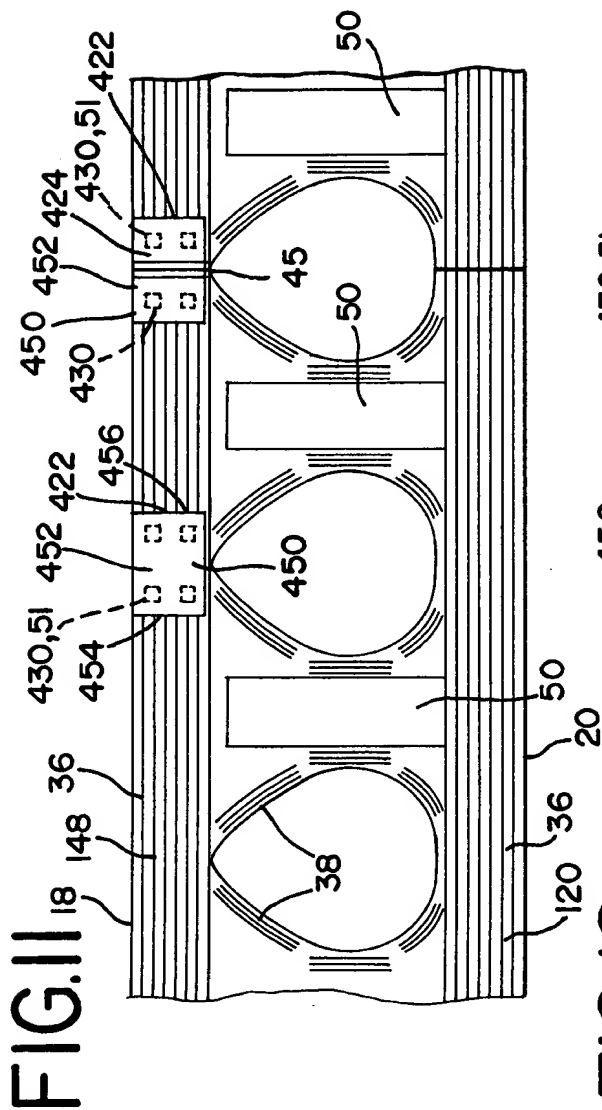


FIG.16

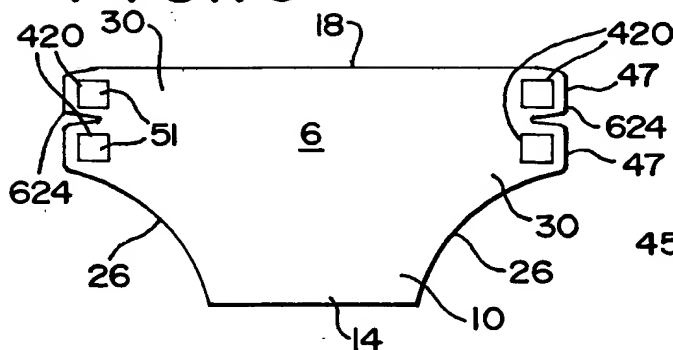


FIG.14

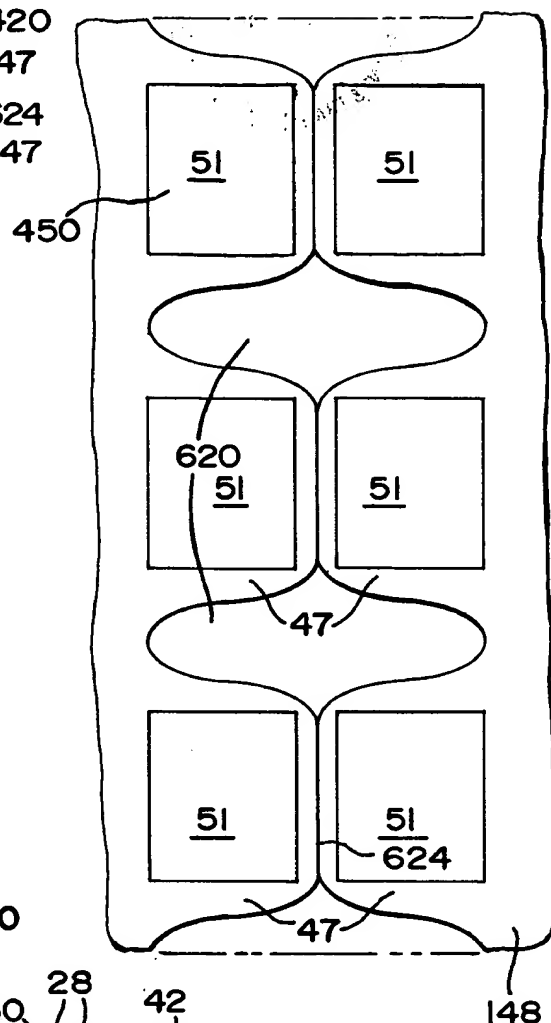


FIG.17

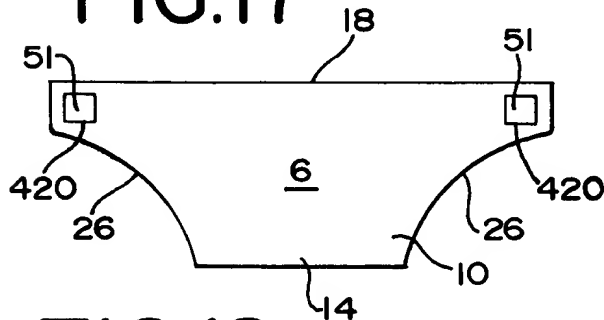


FIG.18

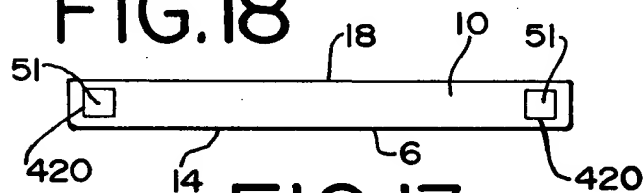


FIG.13

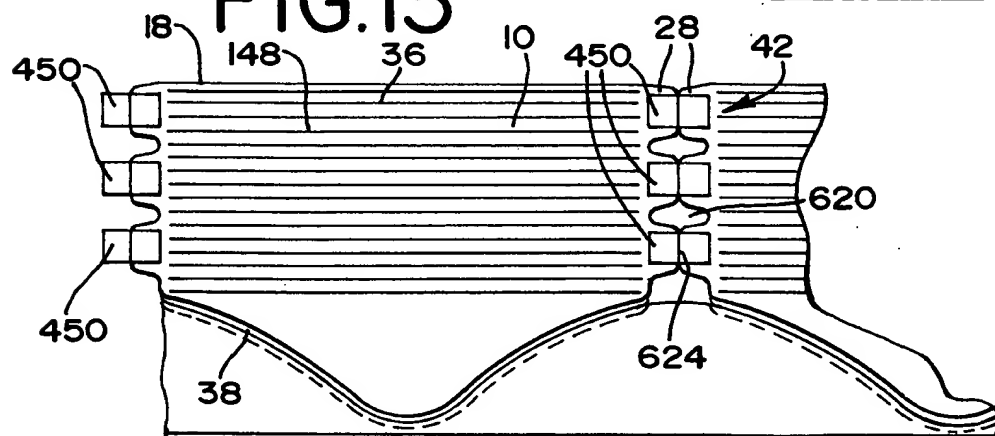
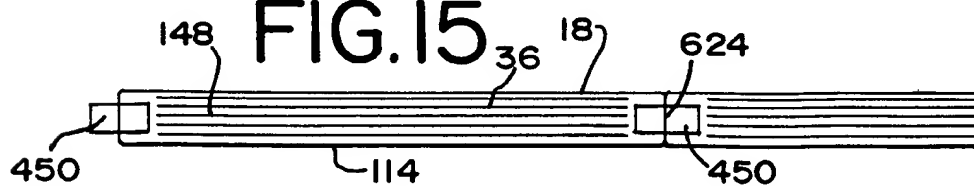


FIG.15



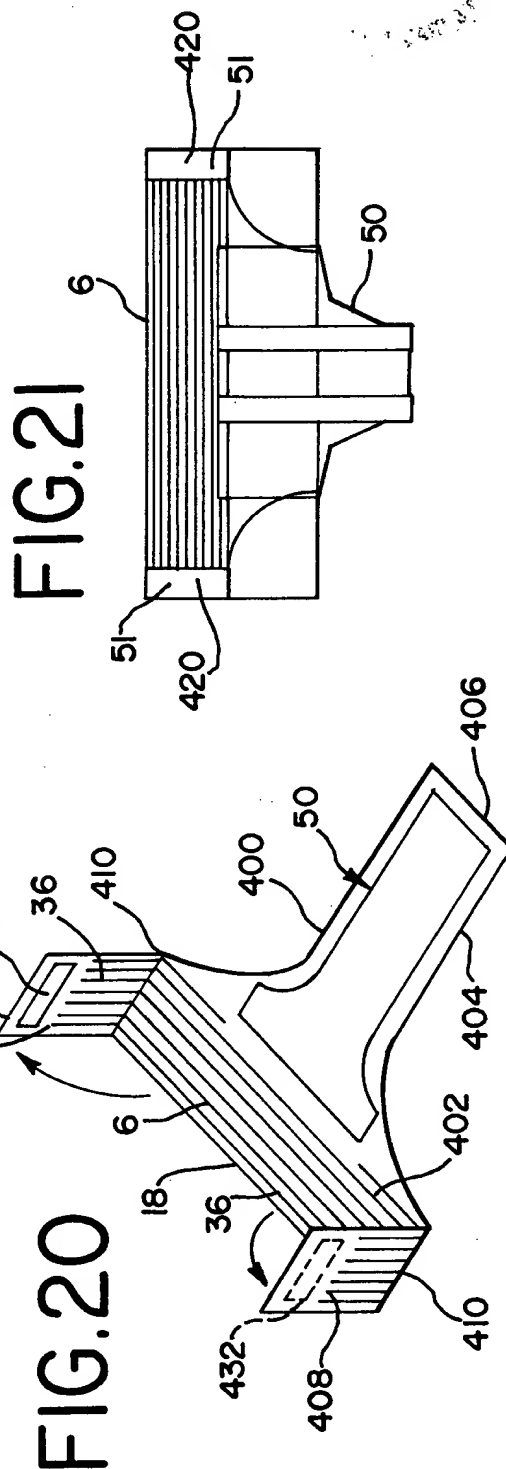
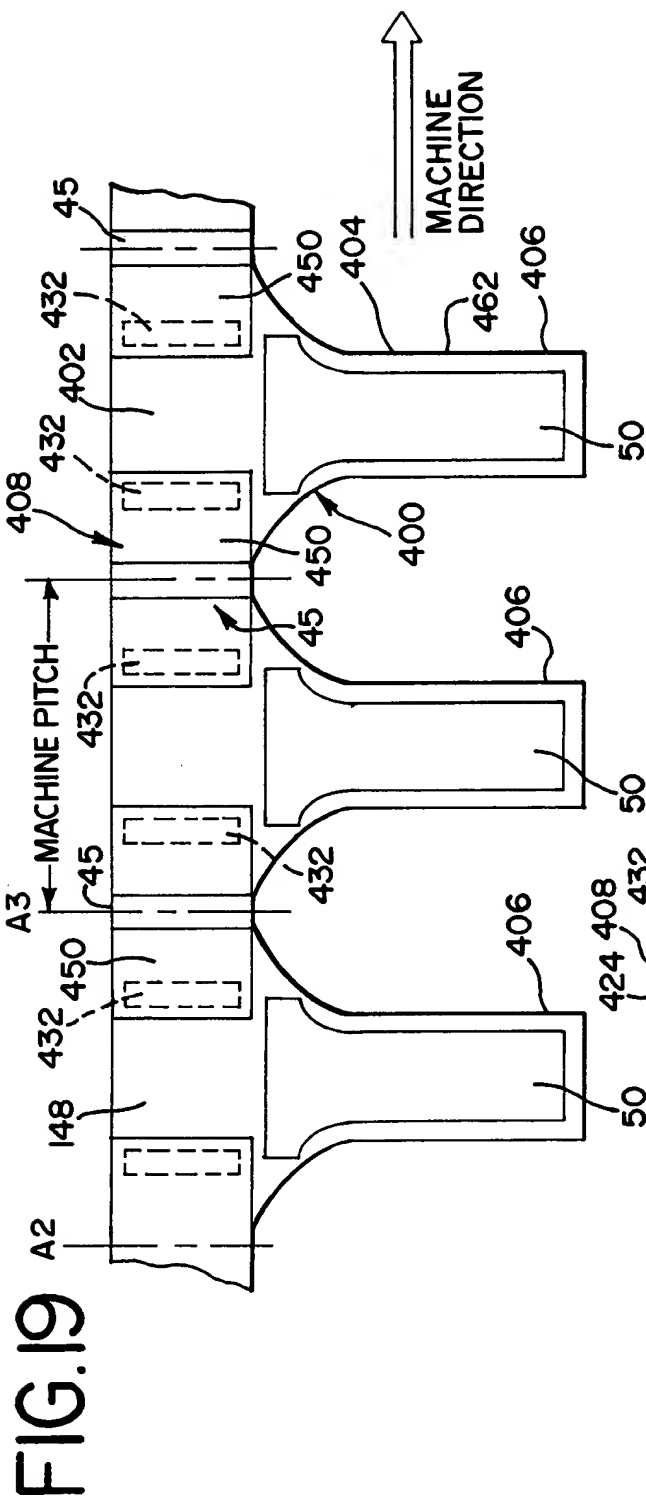


FIG.21

